

**DEPARTMENT OF PERSONNEL ADMINISTRATION**

## LABOR RELATIONS DIVISION

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September 12, 2007

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Chief of Labor Relations  
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755 Riverpoint Dr., Suite 200  
West Sacramento, CA 95841Chuck Alexander  
Executive Vice President  
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Dear Messrs. Adam, Jimenez, Weiss and Alexander:

On August 22, 2007, the State of California (State) provided a package offer to you. We received the California Peace Officer Associations (CCPOA's) rejection of this offer on September 5, 2007. Although we appreciate CCPOA's agreement to rollover language, CCPOA failed to address all of the sections identified on the summary sheet, and added other sections that were not a part of the respective sheet. Additionally, CCPOA failed to respond to the remainder and more substantive parts of the package offer. Regardless, as you no doubt know, a rejection of any part of a package proposal constitutes a rejection of the entire package proposal.

Enclosed please find the State's modifications to its August 22, 2007 offer which constitute its last, best and final offer to CCPOA for a successor Memorandum of Understanding. Rather than reissuing the voluminous package offer, the State is simply replacing the summary and a few section proposals with the enclosed September 12, 2007 language. Any section proposal of the August 22, 2007 offer not replaced with one of the enclosed September 12, 2007 proposals shall remain part of the State's last, best and final offer as worded in the August 22, 2007 offer.

**Sections/Language Replaced**

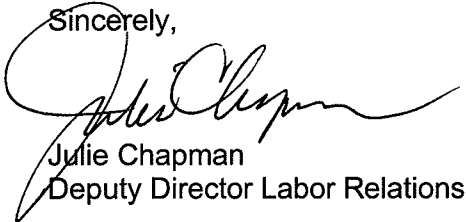
- **Package Offer Summary** – Language has been modified to reflect the arbitration decision that no longer affects the State's economic proposals.
- **Article 6 – Grievance and Arbitration Procedure.** Substantively, the language of the sections is the same. The format, however, has changed.
- **8.03 – Joint Apprenticeship and Training Committee (JATC).** Propose rollover for the first paragraph. All other modifications are the same as the August 22, 2007 proposal.
- **8.XX – Management Apprenticeship Committee.** New language.

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- **11.08 – Overtime.** Overtime language from former section 11.11 has been incorporated.
- **11.XX – Meal Periods.** Meal period language has been deleted from former section 11.08 and incorporated in its entirety to a new section 11.XX.
- **11.XX – Business Calls.** Business Calls language has been deleted from former section 11.08 and incorporated in its entirety to a new section 11.XX.
- **11.11 – 7k Exemption.** Overtime language from former section 11.11 has been deleted and incorporated into new section 11.08.
- **14.04 – Uniform/Uniform Accessories Replacement Allowance.** Proposal to reflect the July 1, 2007 effective date articulated in the August 22, 2007 summary.
- **15.08 – Night Shift Differential/Weekend Differential.** Proposal to reflect the July 1, 2007 effective date articulated in the August 22, 2007 summary.

As the vast majority of the State's last, best and final offer is identical to the State's previous offer, it should not take CCPOA long to determine whether it intends to accept or reject it. Please provide CCPOA's response to the State's last, best and final offer by Monday, September 17, 2007. If CCPOA fails to accept or reject this last, best, and final offer within the timeframe, the offer will be deemed rejected by CCPOA effective close of business Monday, September 17, 2007.

Sincerely,



Julie Chapman  
Deputy Director Labor Relations

Enclosures

cc: State Negotiating Team